



POLICE DEPARTMENT BENEFITS DEPARTMENT OF ADMINISTRATIVE SERVICES

1. SALARY

2. SPECIAL ASSIGNMENT PAY

- a. Field Training Pay – 5%
- b. Detective Pay – 5%
- c. Officer in Charge Pay – 5%
- d. Sergeants Pay - \$100 per month

3. SERVICE RETENTION BENEFIT

The City offers Police Officer employees retention pay for years in service:

- 1% of salary after completion of one (1) year of City service
- 2% of salary after completion of two (2) years of City service
- 3% of salary after completion of three (3) years of City service
- 4% of salary after completion of four (4) years of City service

4. RETIREMENT – 3% @ 50

P.E.R.S. – Employees 9% paid by City of Auburn

5. UNIFORM ALLOWANCE

Each Sworn Officer will receive a Uniform Allowance of \$800.00 per year, paid quarterly through the Payroll System.

6. INSURANCE

- a. Flex Benefits Plan – City pays: \$390.19 - single coverage
\$780.37 - 2-party coverage
\$1013.88 - family coverage

Medical provided by CalPERS Health Program with various plans to choose from. Premiums vary depending on the plan.

If you choose to decline Health coverage, the City will pay you \$390.19 monthly in lieu of coverage.

- b. Vision – self funded by City (2 YR PLAN effective 11/1/2005 – 10/31/07) and may be included in the monthly Flex benefits paid by the city.
Monthly premium is \$2.00 - single - max. benefit \$192.00
 \$4.00 - 2 party – max. benefit \$384.00
 \$5.60 - family - max benefit \$403.20
- c. Dental for employees and family – paid by the City. Maximum per person per year \$1,500.
(November - October)

- d. Chiropractic plan –self-funded by city. You are reimbursed \$10.00 per visit and a maximum of 20 visits per person per plan year. (January – December)
 Monthly premium is \$4.16 - single
 \$8.32 - 2 party
 \$11.64 – family
- e. \$50,000 Life Insurance for safety personnel paid by the City.

7. VACATION per year – Assigned to Shifts

- a. One through two years of service 25.5 workdays per year (204 hours)
- b. Three through five years of service 28.5 workdays per year (228 hours)
- c. Six through ten years of service 30.5 workdays per year (244 hours)
- d. Eleven through fifteen years of service 34.5 workdays per year (276 hours)
- e. Sixteen or more years of service 36.5 workdays per year (292 hours)

VACATION per year – Not assigned to Shifts

- a. First Two years of service 12 workdays per year (96 hours)
- b. Three through five years of service 15 workdays per year (120 hours)
- c. Six through ten years of service 17 workdays per year (136 hours)
- d. Eleven through fifteen years of service 21 workdays per year (168 hours)
- e. Sixteen or more years of service 23 workdays per year (184 hours)

8. LONGEVITY

Longevity increments of 5%

- a. Completion of 7 years service.
- b. Completion of 11 years service.
- c. Completion of 20 years service.

9. SICK LEAVE

12 work days per year – no maximum accrual

10. HOLIDAYS

13 ½ paid holidays per year

9. MEDICAL SAVINGS PLAN – To be used for payment of medical premiums upon retirement.

- a. Employees with 10 years or more City service - \$100.00 per month contributed towards an employee's Medical Savings Plan
- b. Employees with less than 10 years of City service - \$50.00 per month contributed towards an employees Medical Savings Plan

10. ADDITIONAL EMPLOYEE CONTRIBUTION BENEFITS

The following are benefits available for all full time City of Auburn employees. These are 100% employee paid programs and can be deducted from your payroll check.

Deferred Compensation Programs:

CalPERS - 457 PROGRAM

HARTFORD

ING

Life, Long Term Disability and Sickness Insurance:

COLONIAL LIFE

Additional voluntary payroll deductions:

GOLDEN ONE CREDIT UNION